



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, I CORPS AND FORT LEWIS**  
**BOX 339600**  
**FORT LEWIS, WASHINGTON 98433-9600**

REPLY TO  
ATTENTION OF:

\*FL PS #2

AFZH-CSE

POLICY STATEMENT #2

1 0 DEC 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy on Equal Opportunity

1. Intent. To ensure I Corps and Fort Lewis units establish and maintain a work environment built around equal opportunity and fair treatment for all soldiers, civilian employees, and family members. Equal Opportunity is an essential element of readiness at all levels of command, contributes to unit cohesion, and facilitates mission accomplishment.
2. This command is committed to the Army's Equal Opportunity program and reaffirms unlawful discrimination, acts of prejudice and discrimination, will not be practiced, condoned, or tolerated. These actions subconscious or deliberate reflect insensitivity and unfairness, attacking the very fiber of our units and their mission. Each commander, supervisor, and member of this command must work as a team to eliminate biases and promote a healthy organizational climate to motivate and maintain a well-disciplined workforce.
3. As the Corps Equal Opportunity Officer, I fully support the Army's policy of equal opportunity based solely on merit, fitness, capability, and potential. I expect all leaders to ensure each soldier and employee of I Corps receives equal consideration and treatment, regardless of race, color, gender, religion, or national origin. Additionally, all personnel within the Corps will become familiar with, and follow the Department of Defense Human Goals Charter, which mandates, "respect for the infinite dignity and worth of each individual."
4. Anyone experiencing unlawful discrimination is encouraged to report the discrimination to their chain of command or, contact the staff of the Equal Opportunity (EO) Office (for military personnel), at 253 967-5704 or 253 967-5101, located at building 5164, Utah Avenue, Fort Lewis Washington.
5. The chain of command will make every effort to resolve complaints and ensure complainants are protected from acts or threats of reprisal for filing discrimination complaints. Effective mission accomplishment is contingent upon our ability to perform in a positive environment of mutual respect, dignity, and fair treatment for all our military and civilian personnel.

---

\*This policy statement supersedes old PS #2, dtd 30 Nov 1999

AFZH-CSE

SUBJECT: Commander's Policy on Equal Opportunity

6. This policy statement will be posted on all official bulletin boards.

A handwritten signature in black ink, appearing to read 'E. Soriano', with a long horizontal stroke extending to the right.

EDWARD SORIANO  
Lieutenant General, USA  
Commanding

DISTRIBUTION:

A, B, C, D, G